



## Southern California Association of Governments

### Human Resources

818 West 7th Street, 12th Floor, Los Angeles, California 90017 • (213) 236-1910 • [www.scag.ca.gov](http://www.scag.ca.gov)

# PROGRAMMER ANALYST/SR PROGRAMMER ANALYST #386 Limited Term

**Sr Programmer Analyst: \$6,376 - \$8,289 mo.; Programmer Analyst \$5,233 - \$6,803 mo.**  
**Open until Filled. First Review of Applications is Monday, September 14, 2009.**

### THE POSITION

This limited term position is an at-will position which is funded for six months. This position may be filled at either of the two levels of Programmer Analyst. This position will assist with the development and maintenance of in-house databases which support the agency budget, transportation planning and land use development.

### DESCRIPTION OF DUTIES

- Analyze the design of database systems, developing program specifications; participate in or be responsible for database design projects.
- Code, compile, and test database programs such as the RTIP (Regional Transportation Improvement Program), RTP (Regional Transportation Plan), and the CBDB (Consolidated Business Database)
- Write database system and program documentation; user guides, and computer system procedures; train operations staff in the use of the procedures.
- Participate in project management planning including project plan, annual work plan, and project summary reports.
- Develop database programming code; define or document all aspects of software capabilities and demonstrate to prospective users.
- Recommend and develop standards for performing and documenting analysis, design, programming, testing, quality assurance, implementation, documentation, and maintenance of software procedures.
- Conduct feasibility studies and perform system integration tasks.
- Perform quality assurance, user training, and customer support functions; assist staff in complex programming problems.
- Review new database software and hardware products; advise and assist database users in selection of applications.
- Design and maintain the data library; perform statistical analysis on social economic data and census data.
- Produce ad hoc reports using existing data files or new files for reports; create new files as necessary.

### IDEAL CANDIDATE QUALITIES...

- Certified in MCSD, MCPD or equivalent certification
- Ability to communicate effectively with team members and end-users
- Flexible and willing to learn new technologies
- Experience with Team System 2005 or 2008
- Working experience with GIS server from ESRI

- Working knowledge of software QA process
- GIS programming experience
- VBA programming experience using ArcObjects
- Working knowledge of GIS concepts and ESRI's products such as ArcGIS, Arc Tools and ArcIMS

### MINIMUM QUALIFICATIONS

**Education: Both Levels** - Equivalent to a Bachelor's degree from an accredited college or university in Computer Science or related field.

**Experience: Senior Level** - Five years of increasingly responsible experience in programming and development work using VB.NET and C# in a Microsoft SQL Server 2005/2008 environment.

**Programmer Analyst** - Two years of increasingly responsible experience in programming and development work using VB.NET and C# in a Microsoft SQL Server 2005/2008 environment.

**Knowledge of:** Object Oriented Programming (OOP); ADO.NET, IIS, Java script, XML, and HTML pages AJAX; Relational Database Management System (RDBMS) concept; project management; Crystal Report or SQL reporting services; a source control utility such as Visual Source Safe.

**Ability to:** Effectively manage projects through the whole project life cycle; analyze and troubleshoot programming bugs and issues; read interpret and apply complex technical publications, manuals, and other documents; develop databases; advise and assist users in database software application packages; interpret and apply policies, procedures, laws, codes, and regulations pertaining to assigned programs and functions; communicate clearly both orally and in writing.

**Special Requirements:** Ability to work in a standard office environment; ability to travel to different sites and locations; possession of, or ability to obtain, an appropriate, valid driver's license.

### APPLICATION AND SELECTION PROCEDURE

Applicants **must** submit a completed SCAG application and resume to:

**Southern California Association of Governments**

Attn: Human Resources Office

818 West 7<sup>th</sup> Street, 12<sup>th</sup> Floor, LA., CA 90017

(213) 236-1910 (213) 630-1493 fax

[www.scag.ca.gov](http://www.scag.ca.gov)

Applications will be accepted on a continuous basis until SCAG's needs are met. This recruitment may close at any time without prior notice.

Qualified applicants will be invited to participate in the selection process based on the application and resume submitted. Applicants must clearly demonstrate through their application materials that they meet the qualifications listed above. All applicants who meet the minimum qualifications are not guaranteed advancement through subsequent phases of the selection process. The selection process may consist of a written test, application screening, and oral board interview.

#### EMPLOYMENT INFORMATION

- Before employment, applicants will be required to provide documentation that verifies their proof of eligibility to work in the United States.
- Reference checking will be done prior to hire. A thorough background check including a review of criminal history, DMV report, financial history, and pre-employment physical may be conducted for certain classifications.
- Employees in limited term assignments serve no probationary period and do not accrue seniority. This is an at-will assignment and employees can be discharged at any time.

#### EMPLOYEE PROGRAMS AND BENEFITS

- **Insurance Coverage:** Employees may choose from two HMO and two PPO CalPERS health plans and two dental plans. SCAG contributes \$800/month towards insurance premiums with the cost difference paid out in cash. Life insurance in the amount of \$50,000 is provided by employer. Supplemental life insurance is available at a minimal cost to the employee. Short-term and long-term disability insurance plans are provided by SCAG.
- **Retirement:** Employees become members of the Public Employees' Retirement System (PERS) 2% @ 55 plan. SCAG pays the employee's 7% contribution. ICMA and MetLife Group 457 deferred compensation plans are available. SCAG does not participate in Social Security.
- **Holidays:** A total of 13 paid holidays – 9 designated and 4 floating – are provided annually.
- **Vacation:** Ten to twenty days per year, depending on length of service with SCAG.
- **Sick Leave:** Employees earn sick leave at the rate of one day per month.
- **Health, Dependent Care, and Parking Reimbursement Account:** A tax-exempt savings plan is offered to pay eligible expenses associated with health, dependent care and parking.
- **Rideshare/Transportation Incentive Program:** SCAG pays \$35 per month towards carpool expenses, \$155 per month towards vanpool, bus or a monthly MetroLink pass. In order to receive this benefit, employees must utilize one of the listed options at least 13 days per month.
- **Flexible Time/Modified Work Week:** Some employees may work a modified 9-80 work schedule, with every other Friday off. SCAG offers a flexible work schedule to allow employees some flexibility on daily work hours.
- **Other Benefits:** SCAG offers credit union membership in the E-Central Credit Union. Employees may have their paychecks automatically deposited. A tuition reimbursement program is offered to employees.

#### THE ORGANIZATION

The Southern California Association of Governments (SCAG) is a Council of Governments and the largest regional planning agency in the nation, functioning as the Metropolitan Planning Organization for six counties established in 1965. SCAG develops long-term solutions for regional challenges such as transportation, air quality, housing, growth, hazardous waste, and water quality. SCAG works with cities, counties, and public agencies in the region to develop plans and strategies and action plans to address issues of regional and sub-regional concern and to help local agencies meet Federal and State planning mandates. SCAG also serves as a center for information exchange on a broad range of transportation, growth management, environmental, infrastructure, and institutional issues. The SCAG region includes six counties, one hundred eighty-seven cities, 38,000 square miles, a population of 17 million and the 10th largest world economy. For more information on SCAG, please visit our website at [www.scag.ca.gov](http://www.scag.ca.gov).

#### THE LOCATION

The main SCAG offices are located in bustling downtown Los Angeles (LA). LA is located on the beautiful California Coast, and offers a year-round Mediterranean climate. The area is known for its cultural venues, sports centers, garment and jewelry districts, high-rise buildings, shopping, tourist attractions, fine restaurants, zoos, and museums. It is home to such professional sports organizations as the L.A. Lakers, Clippers, Sparks, Kings, and Dodgers. Downtown L.A. is easily accessible by MetroLink train, underground Metro, and bus.

#### EQUAL EMPLOYMENT OPPORTUNITY

SCAG is an equal employment opportunity employer. All personnel policies and programs are administered without regards to race, color, religion, political belief, age, national origin, sex, disability, cultural background, or sexual orientation. If you require assistance to participate in this recruitment, please call the Human Resources Office at (213) 236-1931.